

# How To Use Positive Discipline Within The Workplace



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Employers are highly scrutinized for all adverse employment actions, whether it be a demotion, change in title, suspension or termination. Many employers often refrain from performance management of their employees in fear of administrative charges or lawsuits.

Performance management can prevent accidents and injuries in the workplace. Good performance management can assist a low injury rate, less turnover, and a happy workplace for all employees.

Employment and OSHA attorney, Alka Ramchandani will discuss best practices in how to use positive discipline in the workplace to minimize loss and liability and reduce your injury rates.

Topics include:

- Types of discipline
- Where employers go wrong
- The importance of documentation
- Best practices

## **About the Presenter: Alka Ramchandani, Associate**

Alka Ramchandani is an Associate in the San Francisco, California, office of Jackson Lewis P.C. She specializes in representing employers in California occupational safety and health matters, federal and state employment matters, and immigration matters.

In particular, Ms. Ramchandani advises and represents clients in relation to

inspections, investigations and enforcement actions involving the Federal and California Occupational Safety and Health Administrations. She also assists clients with preventative practices such as conducting audits and creating safety programs, plans and policies.